



American Federation of Government Employees  
Local 476

*Affiliated with AFL-CIO*

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October 28, 2016

MEMORANDUM FOR: Joseph Sullivan, Employee and Labor Relations Division  
Keisha Hurst, Employee and Labor Relations Division

FROM:  Jerry Gross, Steward, AFGE Local 476 and Council 222 of HUD Locals

SUBJECT: Union Request for Information under 5 U.S.C. § 7114(b)(4)

Date of Request: October 28, 2016.

Requester: AFGE Local 476 and Council 222 of HUD Locals.

Union Contact: Jerry Gross, Steward, 8930 Colesbury Place, Fairfax, VA 22031, 703-280-9063,  
jerry.gross@hud.gov.

Agency Contact: Joseph Sullivan, Director, Employee and Labor Relations Division, 451 7th  
Street, SW, Washington, DC 20410, 202-402-2087.

Information Requested: The Union requests the following information under 5 U.S.C. § 7114(b)(4), which requires the Department “to furnish to the exclusive representative involved, or its authorized representative, upon request and, to the extent not prohibited by law, data . . . which is reasonably available and necessary for full and proper discussion, understanding, and negotiation of subjects within the scope of collective bargaining.”

1. A list, by organization and geographic location, of all employee engagement teams that currently exist, have met within the last twelve months, or are scheduled or anticipated to meet within the next six months, whether specifically called “employee engagement teams,” “employee advisory boards,” or any other name.
2. For each team, a list of members, identifying those who are in the bargaining unit and those who are not, and identifying all members who are supervisors, managers, or non-bargaining unit team leaders.
3. For each team, information regarding when it was organized, frequency and dates of meetings held so far, and schedule of future meetings.
4. For each team, a copy of its charter, statement of its mission, or a description of its purpose to include whether it exists to review and discuss policy, working conditions/conditions of employment, and/or social activities.

5. For each team a list of all decisions, suggestions, and/or recommendations implemented or submitted to management for consideration and implementation.

Particularized Need: The Union needs this information to determine if the Department has established, is establishing, has entered into, or is entering into discussions with any associations, organizations, or groups of employees on matters concerning conditions of employment of the bargaining unit in violation of Article 1, Article 4, Article 49, Article 59 and other sections of the collective bargaining agreement. The Union is aware that the PIH Employee Engagement Team exists and has been informed by members of management that numerous other such groups exist. The requested information will enable the Union to determine if the Department has violated the collective bargaining agreement. The requested information will enable the Union to fulfill its representational responsibilities to bargaining unit employees under the Statute and administer the contract by allowing the Union to evaluate the extent and role of employee groups at HUD and to determine if grievances under the contract or other action are warranted. The time period covered by the request provides a reasonable coverage of what can be considered to be the current situation at HUD, and is within the time that the current contract has been in effect. The geographic locations are necessary to determine which Locals are affected, and to enable the Union to review any applicable local supplements.

Privacy Act: The requested information is not covered by the Privacy Act.

Public Interest: N/A.

Other Matters: Following receipt of the requested information, the Union is willing to meet with appropriate Department officials to discuss the impact that such employee groups have on the ability of the Union to fulfill its representation obligations under the contract and statutes.